



**Frederick County
Government
Frederick, Maryland**

News Release

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Setting a new tone for Frederick County Government . . .
**COUNTY EXECUTIVE GARDNER EXPRESSES
APPRECIATION TO COUNTY EMPLOYEES**

FREDERICK, MD – Frederick County Executive Jan Gardner today expressed her appreciation to Frederick County Government employees and announced initiatives to reinstate several personnel policies, recognize exemplary service and acknowledge the dedication of the employees.

Executive Gardner said, “I am very impressed by how much our employees care about the work they do and the pride they take in a job well done. I am proud of them and appreciate their hard work. Since I took my oath of office last December, I have made it a priority to take tours of county agencies and personally meet with many employees. As a result of our discussions, I am proposing changes to our personnel program that will set a new, more positive tone for county government overall. We want it to be known that we value our employees for the effective and efficient work they provide to our residents. Employees are part of the team and are the face of the county to the public. I pledged during the campaign last year that I would treat citizens and county employees with dignity and respect. These changes are a step in the right direction to accomplish those goals.”

Adding his support for the proposals is County Council President Bud Otis, who commented, “Our employees are our most important asset. They have demonstrated outstanding service to our citizens and deserve our respect and our appreciation. I believe that the best motivation for a workforce is for the leadership to show support and that they value their hard work. We have been making that message very clear in all our meetings with county divisions and will continue that attitude throughout our term in office.”

(more)

Proposed changes to the Frederick County Personnel Rules include:

- The addition of two floating holidays per calendar year, effective July 1, 2015. The prior Board of County Commissioners removed three days from the employee holiday schedule, including Good Friday. Floating holidays allow the flexibility for an employee to take off on his or her respective religious holidays or a day of choice, and also allows the county to remain open to serve citizens because the days are spread out over the year.
- An increased rate of sick leave accrual from 12 to 15 days per year for employees.
- Amendments to tuition reimbursement that add 75 percent reimbursement for job-related courses that are required for promotional opportunities and 50 percent reimbursement for non job-related courses that are required for a job or job-related promotion or degree.

The costs for these three proposals are minimal. Needed changes to the Personnel Rules will require approval by the County Council, as well as further clarification by the Division of Human Resources.

In addition, Executive Gardner announced the restoration of the county service awards ceremony to be held on June 3 and the county employees' picnic at a date to be determined.

For additional information, contact Director Mitch Hose, Division of Human Resources at 301-600-1070 or via e-mail at mhose@FrederickCountyMD.gov.

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